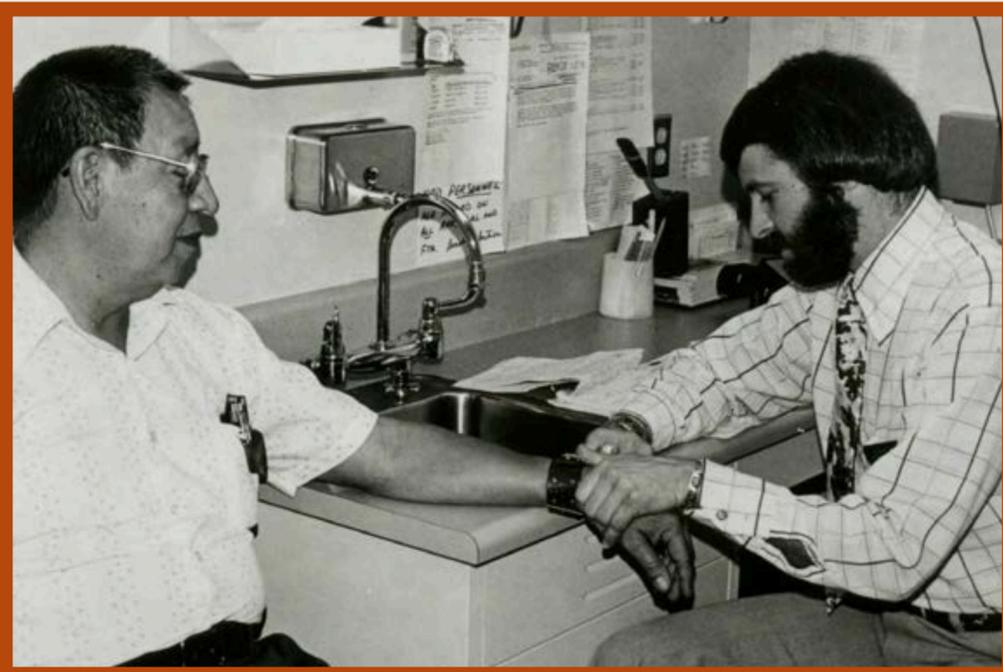


EVERY DAY DEI & HEALTH EQUITY

101



OBJECTIVES

DISCOVER *the health benefits of DEI*

LEARN *how DEI is essential to health equity and benefits every American's health*

EXAMINE *how removing DEI impacts some groups' health unequally*

REFLECTION: *When Did You Last Need a Healthcare Professional?*

WERE YOU:

- Ill or injured?
- Pregnant or postpartum?
- Seeking care for a disabled child or aging parent?
- Struggling with mental health?



HEALTH CRISES

Affect Us All

EVERYONE FACES HEALTH CHALLENGES AT SOME POINT.



Professional care is *essential* to:

- Stay safe
- Promote healing
- Manage chronic conditions
- Support mental well-being

THE POWER OF *Diversity, Equity and Inclusion*

DEI ENSURES BETTER INDIVIDUAL HEALTH OUTCOMES FOR EVERYONE

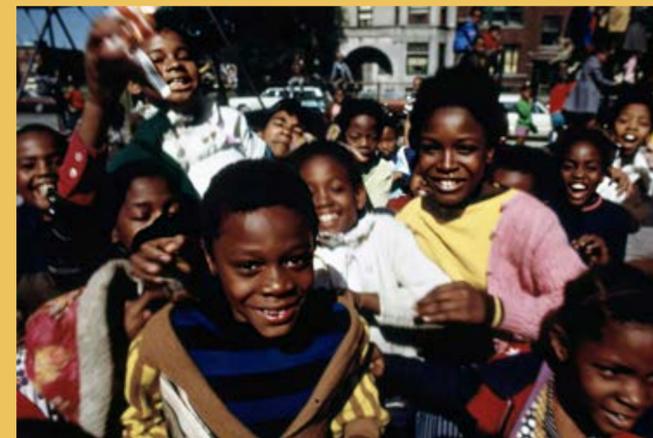
DEI shapes experiences of care at:



**THE INDIVIDUAL
LEVEL**



**THE FAMILY
LEVEL**



**THE COMMUNITY
LEVEL**



**THE SOCIETAL
LEVEL**



Inclusive Healthcare Isn't Just Good Policy — It's a Necessity!



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REPRESENTATION

Matters

Patients have better health outcomes when their physicians:

- Reflect their race, culture, and identity
- Speak their preferred language

Representation builds trust and understanding in care



LISTENING TO PATIENTS

Improves Health

When healthcare systems ask patients what they need, positive improvements in health are more likely, such as:

- Lowered rates of asthma
- Decreased childhood obesity.

Inclusion of patients' voices increases trust and empowers people to lead healthier lives.

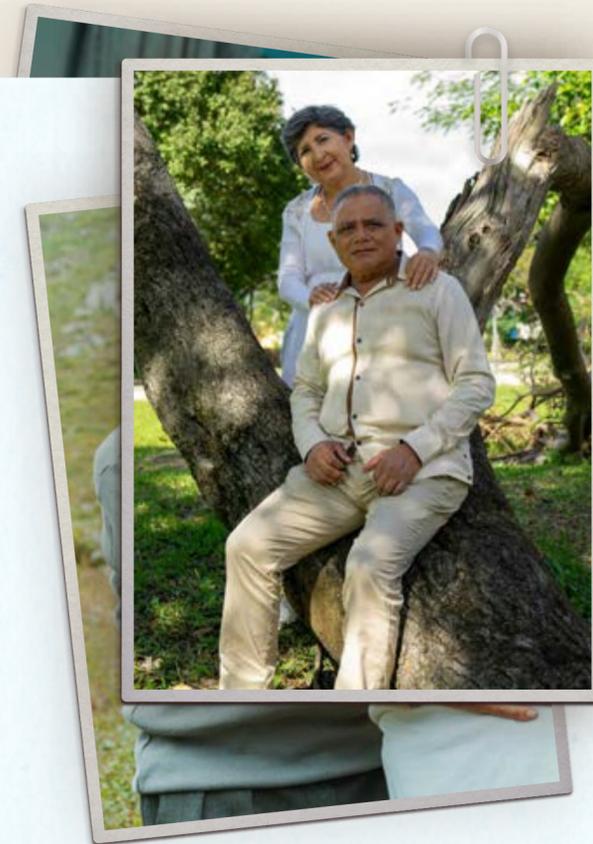


EQUAL ACCESS:

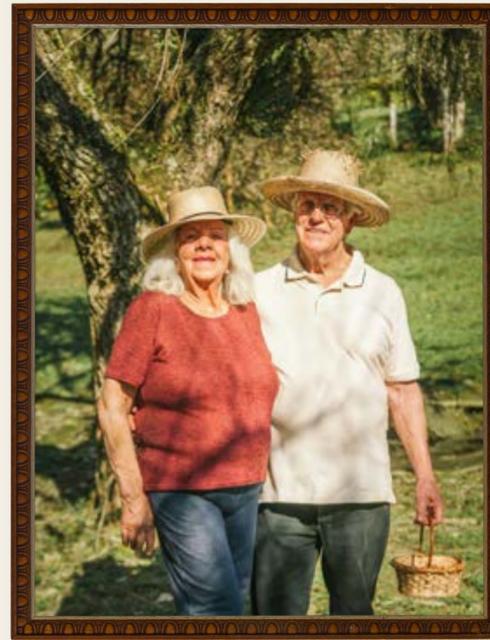
Medicare for All Seniors (Model of Equity)

- Medicare offers low-cost healthcare to all people 65+
- Benefits are available regardless of income, race, gender, or state of residence
- Funded by all workers on a sliding scale
- Established in 1965 as a nation-wide commitment to health equity

Inclusion of patients' voices increases trust and empowers people to lead healthier lives.



Things to consider



When systems reflect (YOU)R community and listen to (YOU)R needs, everyone benefits!



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WHY *DEI Matters* **IN HEALTH**

HEALTHCARE IS A HUMAN RIGHT.

Our health is interdependent with each other and our environment, despite the illusion of individual control over our health.

“The idea that all health decisions
are *personal* is a myth born of
privilege.” - Dr. MeiLan Han

DIVERSITY *means all people— no exceptions*



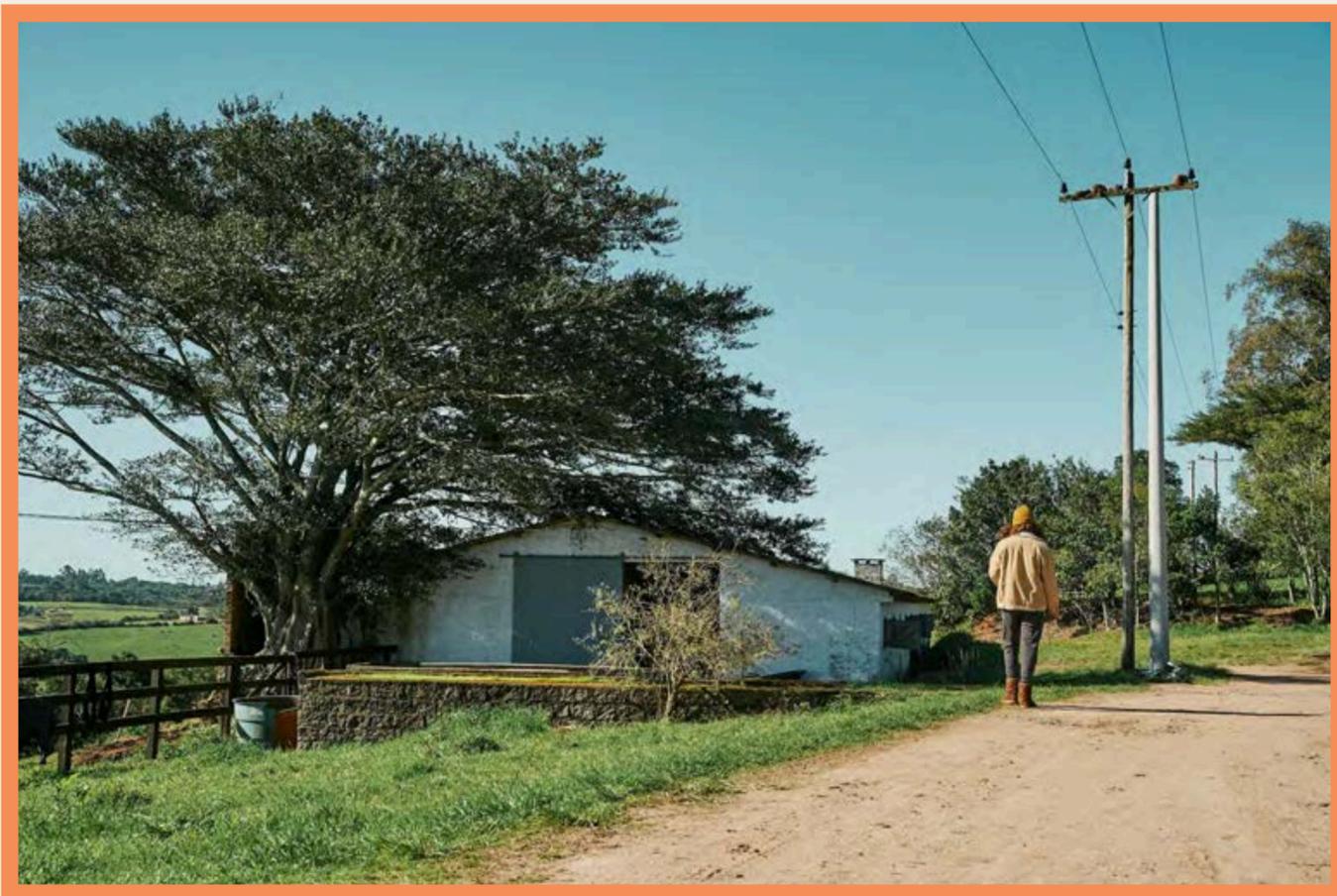
EQUITY *is fair access to opportunity.*



INCLUSION *is being part of the American Dream.*

HEALTH EQUITY *is fair access to conditions and resources for physical, mental and social well-being that give everyone the opportunity to participate in the American Dream.*

PATHWAYS TO THE AMERICAN DREAM THAT *Impact* HEALTH EQUITY



EDUCATION

ECONOMICS

ELECTIONS



EDUCATION

Access to education positively impacts health and lifespan; those who don't finish high school live 11 years less than those with college degrees



ECONOMICS

Economic opportunity creates conditions for health by improving available choices, affordability, coverage, health literacy, and keeping hospitals and



ELECTIONS

Voting is linked to better physical and mental health and helps to build healthy communities that can impact policies affecting their health health centers open to serve their communities.

“We know that communities with more inclusive voting policies and greater levels of civic participation are *healthier*. Together, we can uplift patients' voices in shaping local, state, & federal health policy, through the power of their vote. Research shows that voter registration and turnout, especially in local elections, has a *direct impact* on health and public investment in health.”

Things to consider



When we commit to health equity, we're not just improving individual lives—we're strengthening our communities and our country as a whole.



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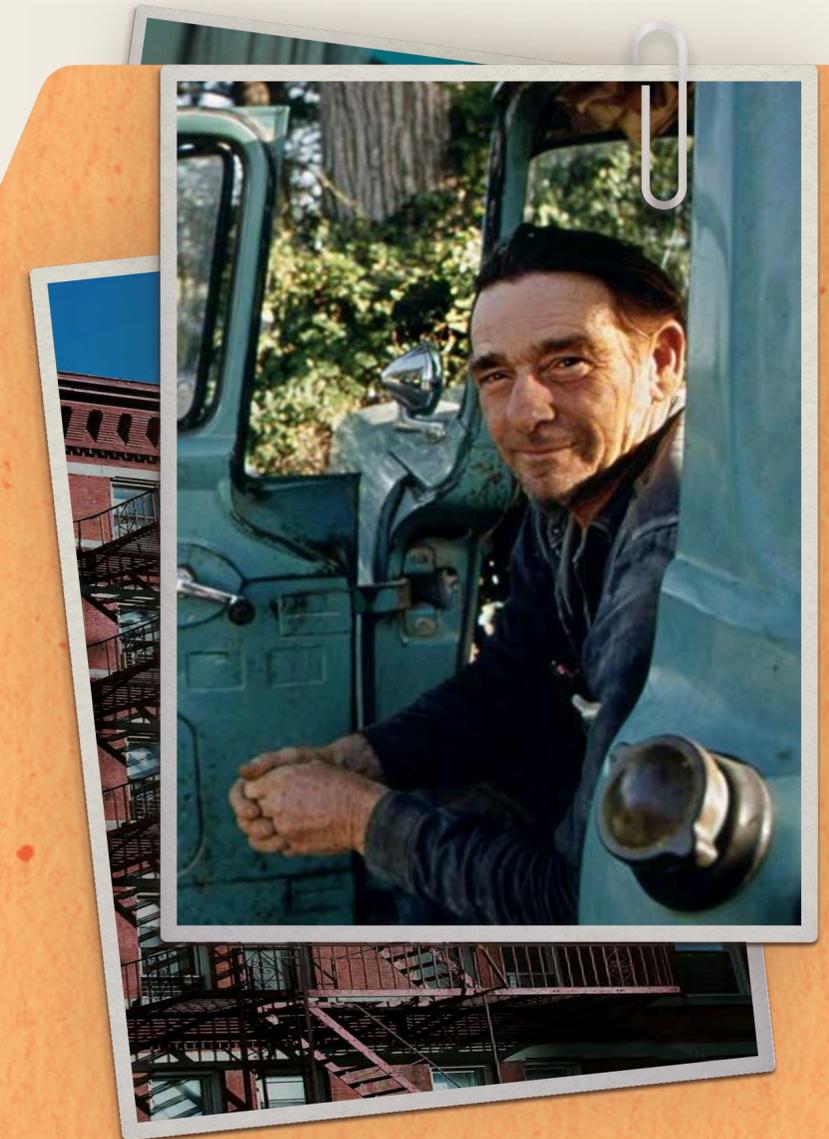
EXAMINE *how removing DEI impacts some groups' health unequally*

EVERYONE EXPERIENCES STRESS

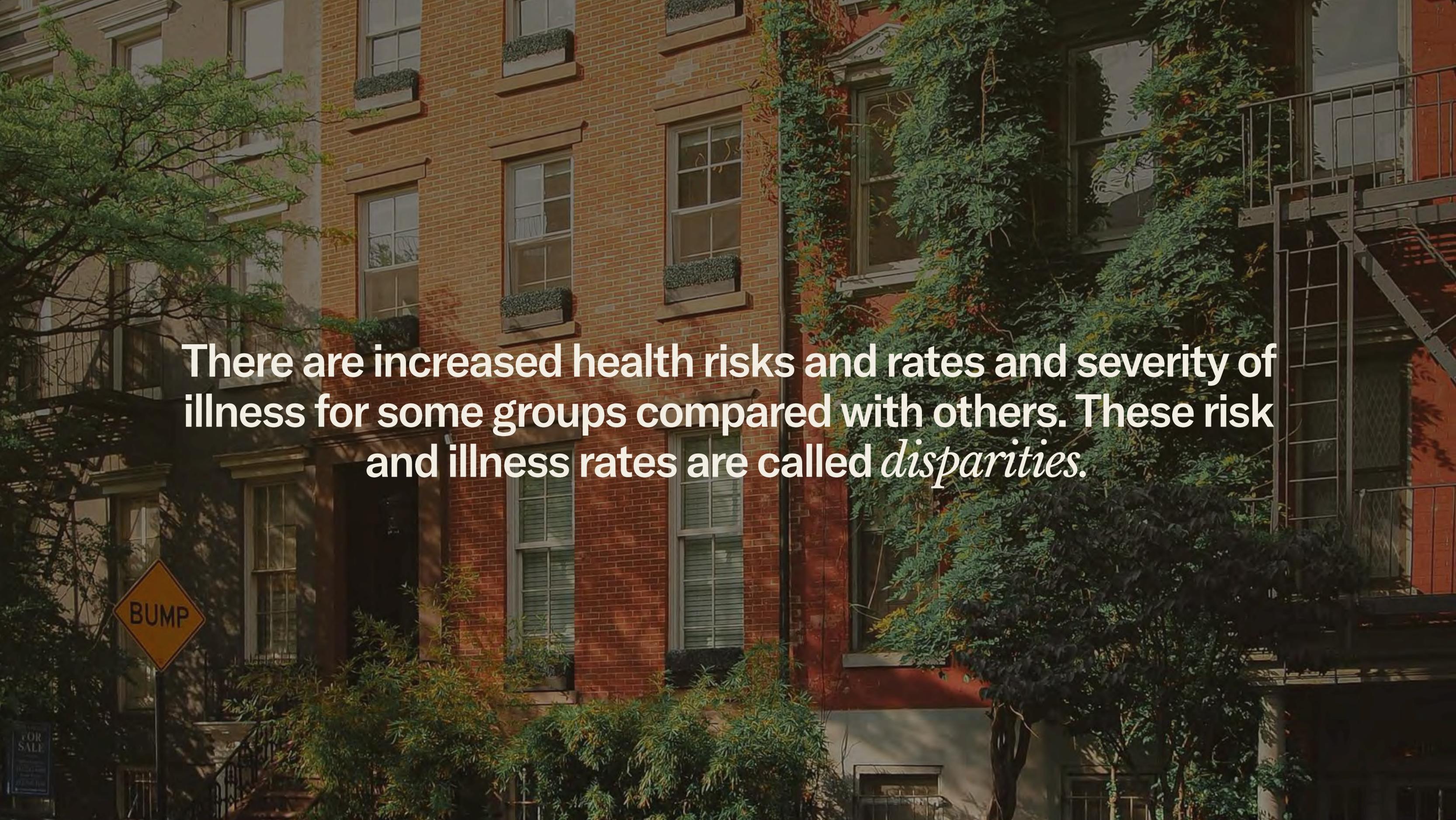
- Stress is a normal part of life.
- Daily challenges, responsibilities, and changes can all cause stress.

CERTAIN EXPERIENCES LEAD TO LONG-TERM OR CHRONIC STRESS:

- Poverty
- Racism
- Sexism
- Homophobia



This long-term stress takes a physical toll. Researchers call this “*weathering*.” It’s like how a building wears down over time under constant storms—our bodies do the same under constant stress, causing our bodies to wear out prematurely.



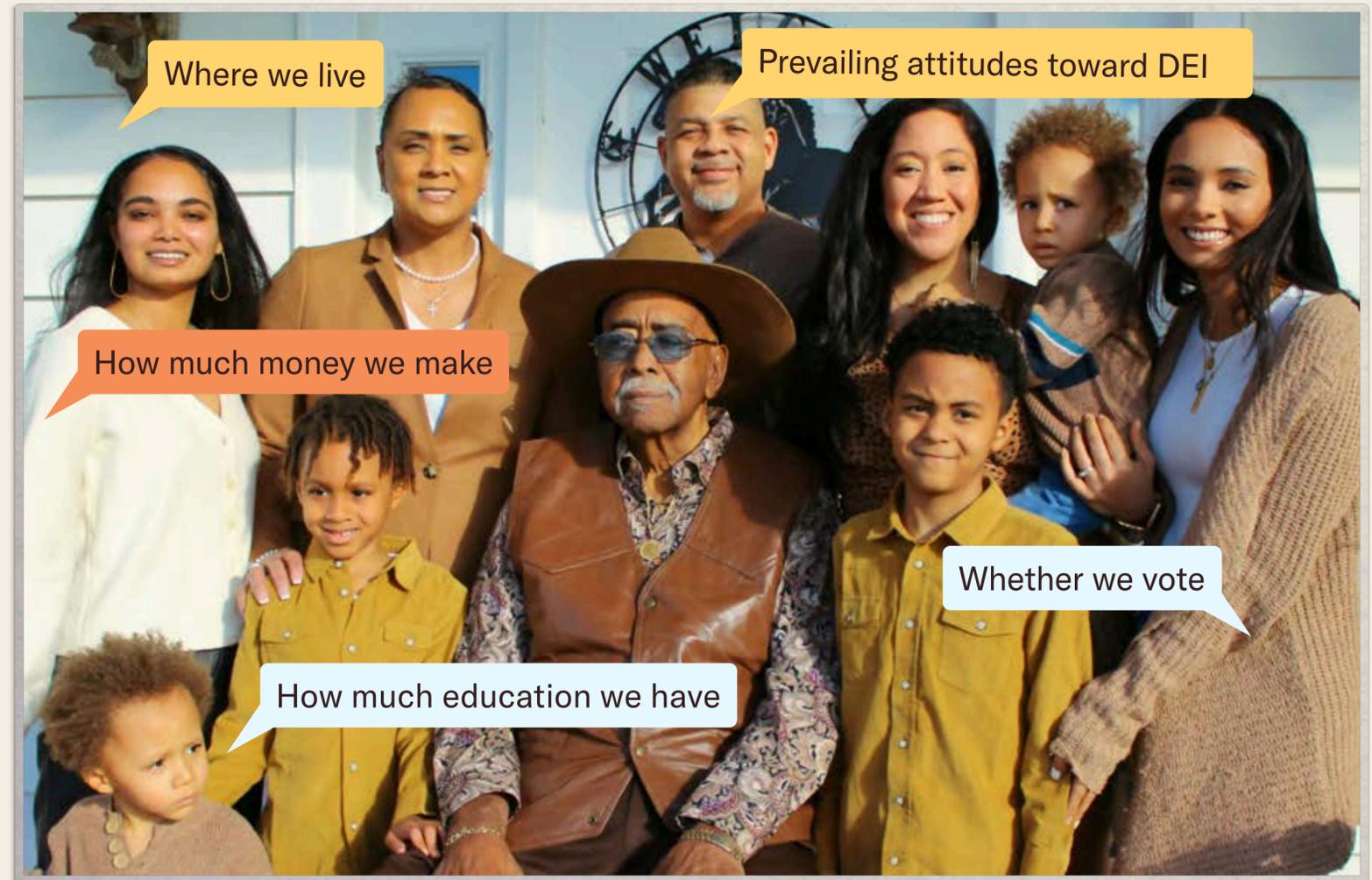
There are increased health risks and rates and severity of illness for some groups compared with others. These risk and illness rates are called *disparities*.

The risks are unfair and harm not only those groups, but *everyone's* chance at the American Dream.

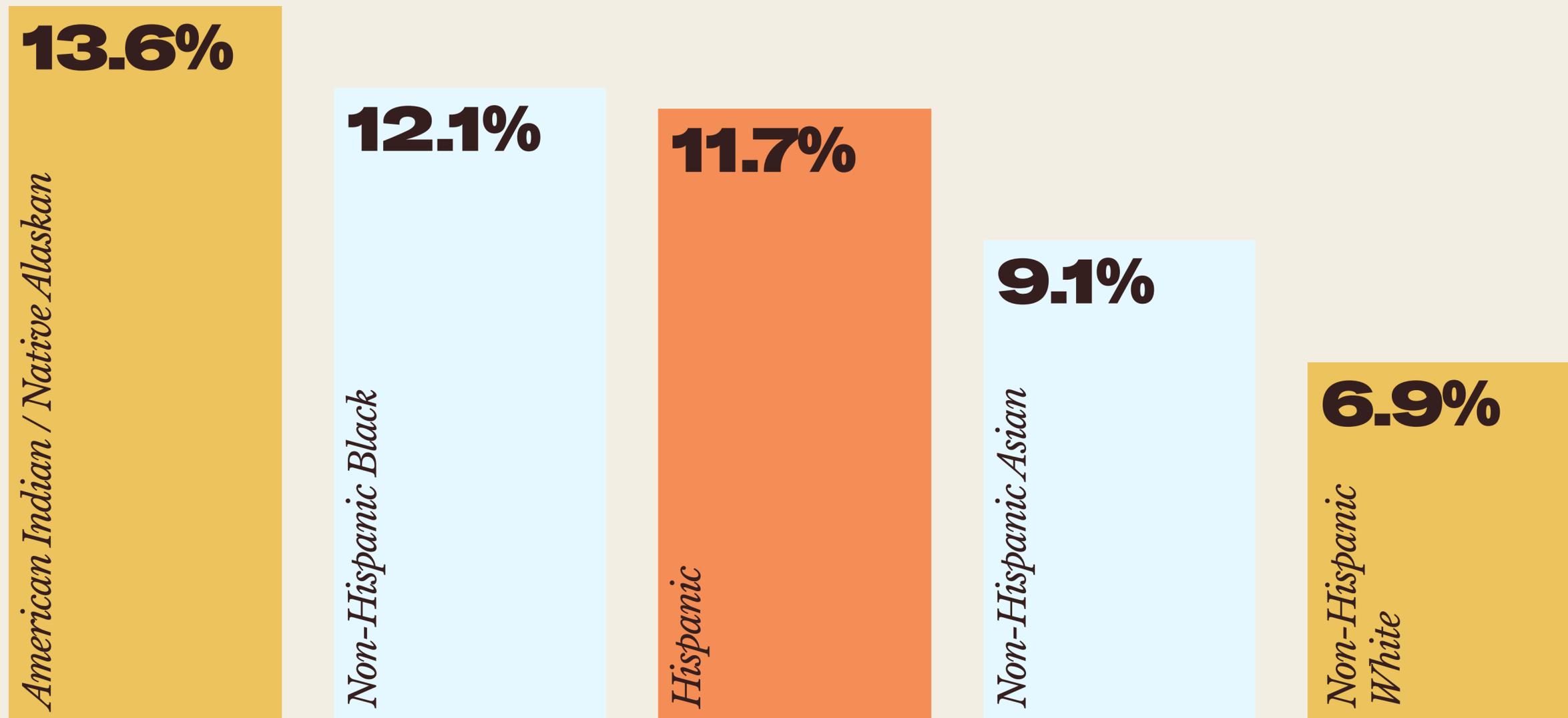
HEALTH DISPARITIES

Only 10% of our health is due to medical treatments and another 10% is due to biology or genes. The remaining 80% depends on our physical and social environments, which promote or hinder our health depending on various factors.

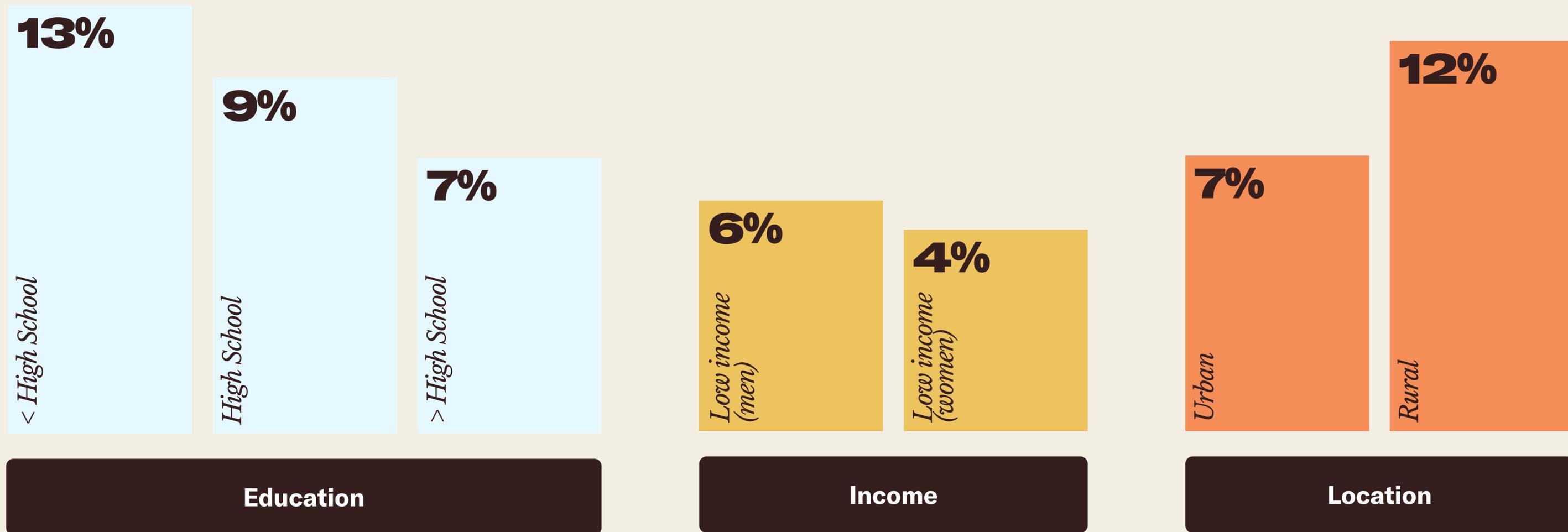
CONTRIBUTING FACTORS



PREVALENCE OF DIAGNOSED DIABETES BY RACE/ETHNICITY



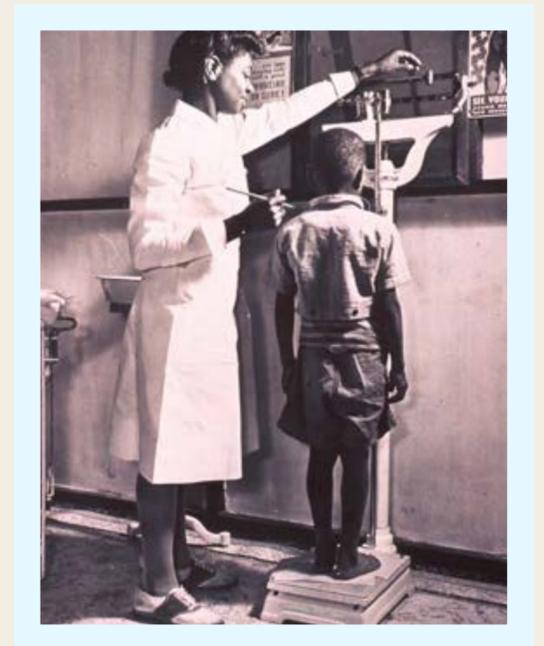
PREVALENCE OF DIAGNOSED DIABETES BY EDUCATION, INCOME, AND LOCATION



Things to consider



Health disparities are not just statistics. They mean real consequences for people—getting sicker earlier, paying more for care, and even dying younger.



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TAKEAWAYS



1.

Diversity means everyone. Equity is fair access to opportunity. Inclusion is being part of the American Dream.

2.

Everyone deserves the opportunity to achieve their full potential through a healthy life. Healthy communities are propelled by DEI.

3.

___ is a health equity goal that is personal for me and doable in my community through DEI strategies

4.

DEI has achieved major gains in health equity that benefit everyone!

DEI *and* YOU

THREE: *For everyone to have fair access to health in your community, what are 3 things that need to happen (or happen for more people)?*

TWO: *What are 2 barriers or threats to inclusive and fair access concerning this health issue? Knowledge? Facilities? Transportation? Politics? Money?*

ONE: *What is 1 group or action that could help lower/eliminate one or both barriers to health equity? What can you do to personally support this group or action?*





SPEAK UP

Communicate the value of DEI in assuring health equity in your community and why it matters. Health equity impacts all aspects of the American Dream.



SHARE SUCCESS

We have to highlight the success stories of DEI-propelled improvements in American health and how it benefits our economy and nation.



STAND FIRM

DEI is neither a handout nor a quota system in healthcare - if we lose DEI from public health and medicine, it undermines everyone's health in every community across the nation.

Please scan the QR code to
provide anonymous feedback
and suggestions.



THANK YOU